



Community-Based Services Alliance for Full Participation

In January 2010, the Division of Developmental Disabilities was invited to participate in the Nebraska State Team of the Alliance for Full Participation (AFP). AFP is a national, formal partnership of leading organizations serving the developmental disabilities field that share a common vision - to help create a better and more fulfilling quality of life for people with developmental disabilities. The group put out a call to all states to help it achieve the national goal of doubling the employment rate of people with developmental disabilities in the next five years.

In May of that same year, the Division participated in a two day strategic planning session that set forth Nebraska's guiding principles, key definitions and goals for success in order to achieve the national goal in Nebraska. Attached herein is the document which is the result of that session along with an update on the workgroups from April 2011. Since 2010, there have been quarterly meetings of the Nebraska team (the current membership roster is also attached). The activities of this group coincide with the updates the Division has made to the adult Home and Community Based Services (HCBS) Medicaid Waivers to allow for more flexibility and options for individuals to explore integrated community employment opportunities.

This May, a representative from BSDC also joined the team as there is also a greater focus on finding job opportunities for individuals who reside on campus. In addition, the team sponsored a webinar series that was popular amongst DD providers, DDD staff and Vocational Rehabilitation staff. They were each archived and are accessible to those who could not participate. The listing of the webinars and where they can be located is attached herein.



ALLIANCE FOR FULL PARTICIPATION

REAL JOBS—IT'S EVERYONE'S BUSINESS

The Alliance for Full Participation (AFP) is a formal partnership of leading developmental disabilities organizations with a common vision—to create a better and more fulfilling quality of life for people with developmental disabilities. AFP supports a network of state teams, dedicated to promoting full participation for people with developmental disabilities.

August 2009: The Alliance for Full Participation announced that the goal of its new campaign, "Real Jobs – It's Everybody's Business," is to double the employment rate for people with developmental disabilities by 2015.

January 2010: The seventeen member Nebraska AFP Team was formed.

April 2010: The Nebraska Team was awarded an opportunity grant from the Nebraska Planning Council on Developmental Disabilities to support the first twelve months of work.

May 2010: The Nebraska Team held a strategic planning session to develop a work plan to accomplish the following goal: Double the rate of employment for Nebraskans (18 years and older) with developmental disabilities by 2015.

Key Definitions:

Employment= Earning minimum wage or above, and on payroll in an integrated business setting or self employed in a small business. Individuals are paid at a rate that is comparable to others who perform the same job function.

Integrated setting = A setting in community competitive employment in which persons with disabilities interact with non-disabled individuals (other than those who are providing services to them) to the same extent that non-disabled persons in comparable positions interact with other persons.

Nebraska Alliance for Full Participation Guiding Principles: (developed May, 2010)

- We believe all people have value.
- We believe all people with developmental disabilities are capable of working with the appropriate level of support.
- We believe that true person-centered career planning should drive all decisions, supports and services.
- We believe all people have a right to work.
- We believe all people have a right to make informed choice.
- We believe in the dignity of taking calculated risk.

We believe we will be successful when:

- A reliable and accurate data collection system is in place to serve first as a baseline, and then as a gauge for progress
- We have created policies that prioritize employment and promote these policies among all stakeholders
- People in services and their supporters have access to effective, efficient, and ongoing benefits planning
- There is discovery, utilization and coordination of available resources
- There is strong outreach, education and support among all key stakeholders

For more information or to become involved in the work of Nebraska Alliance for Full Participation, visit www.allianceforfullparticipation.org or contact Susan Rocker at rockers@missouri.edu.

April, 2011



ALLIANCE FOR FULL PARTICIPATION

REAL JOBS—IT'S EVERYONE'S BUSINESS

The Alliance for Full Participation (AFP) is a formal partnership of leading organizations with a common vision of creating a better and more fulfilling quality of life for people with intellectual disabilities. AFP supports a network of state teams, with the current national goal of doubling the rate of employment of people with intellectual disabilities by the year 2015 (baseline year 2010). This document will provide you with an update on the work of the Nebraska AFP team.

In May of 2010, the Nebraska AFP team held a strategic planning session to develop a work plan to accomplish the goal of doubling the rate of competitive, community employment of Nebraskans with intellectual disabilities. Five work groups were established as a result:

Data Collection Work Group (Working to establish a reliable and accurate data collection system to serve first as a baseline, and then as a gauge for progress.)

This work group is devoting time to establishing an electronic data collection system, incorporating various components on the IPP in order to capture whether a person has integrated employment.

Policies Work Group (Working to create policies that prioritize employment and promote these policies among all stakeholders.)

This work group is developing methods to share information about policy changes that can have a positive impact on employment outcomes.

Benefits Planning Work Group (Working to ensure people in services and their supporters have access to effective, efficient, and ongoing benefits planning.)

The Benefits Planning Work Group has developed four strategies:

- Train all provider staff (including administrators) and DDD service coordinators with "conversational level" information.
- Ensure that job seekers, their supporters, and provider agency staff have access to responsive and credentialed work incentives specialists.
- Fund the accessible and cost effective model of work incentives planning and assistance.
- Develop and implement a system of quality assurance.

The work group is collaborating with Work Incentives Network (WIN) efforts initiated through Nebraska's Medicaid Infrastructure Grant, including consults with MIG colleagues from the state of Washington and with the NCHSD. The work group is examining the business logic of Medicaid Waiver dollars serving as a funding source for benefits planning.

Collaboration Work Group (Working to ensure discovery, utilization and coordination of available resources.)

The collaboration group assembled a small group in the Omaha metro area to consider a proposal to increase coordination and effective practices in transition. This group included several area educators who have responsibility for employment and work experience programs. Further planning is underway to formalize a proposal for a demonstration project in transition and identify grant sources to fund the work. This project could be replicated in other communities in the future.

Outreach Work Group (Working to establish strong outreach, education and support among all key stakeholders.)

This work group is developing a brochure to make available to school districts and transition teams to use at IEP meetings during the transition years. The brochure will include success stories and resources. We also plan to provide a series of presentations highlighting employment success stories from around the state, and resources for employment.

For more information visit www.allianceforfullparticipation.org or contact Susan Rocker at rockers@missouri.edu.

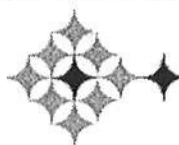
Nebraska Alliance for Full Participation State Team / Voting Members

Name	Address	Phone Number(s)	Email Address	Work Group Membership
Laurie Ackermann	Career Solutions 1941 South 42 nd Street Suite 122 Omaha, NE 68105-2942	402-342-4418	lackermann@olliewebbinc.org	Data Collection (Co-Chair)
Leslie Bishop Hartung	Family Member 9012 "Q" Street Omaha, NE 68127	402-315-1000 ext 102	lbh@acnomaha.org	Outreach (Chair)
Anne Brodin	United Cerebral Palsy of Nebraska 920 South 107 th Avenue, Suite 302 Omaha, NE 68114	402-502-3572 800-729-2556	annebrodin@ucpn Nebraska.org	Policies to Prioritize Employment (Co-Chair)
Laurie Chisholm Lock	Developmental Services of Nebraska 201 SW 19 th Lincoln NE 68522	Phone: 402 325-8555 Cell: 402 580-3738	Ichisholmlock@dsnonline.org	Benefits Planning
Jason Cohorst	Jason Cohorst Vocational Rehabilitation Supervisor / BSDC 3000 Lincoln Blvd Beatrice, NE 68310	Phone: 402-223-6107 Work Cell: 402-806-6561	jason.cohorst@nebraska.gov	Outreach
Christi Crosby	Advocate, NE State Planning Council on Developmental Disabilities 2041 North 66 th Street Omaha, NE 68104	402-898-2929	ccrosby5@cox.net	Outreach
Jodi Fenner	Health & Human Services Division of Developmental Disabilities 301 Centennial Mall South PO Box 95026 Lincoln, NE 68509-5026	402-471-6038	Jodi.fenner@nebraska.gov Tyla.vogt@nebraska.gov	Policies to Prioritize Employment

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Niki Hulstine	ENCOR South Area Vocational Coordinator 5020 I Street Omaha, NE 68117	402-444-4530	nhulstine@enhsa.us	TBD
Sharon Johnson	MIG / DHHS / Medicaid & Long Term Care P.O. Box # 95026 Lincoln, NE 68509-5026	(402) 471-1764	Sharon.J.Johnson@nebraska.gov	Benefits Planning
Linda Kallhoff	NorthStar Services Box 734 O'Neill, NE 68763	402-336-4405 (office) 402-340-3498 (cell)	linda2@northstarservices.net	Data Collection
Seamus Kelly	PTI Nebraska 3135 North 93 rd Omaha, NE 68134	(402) 934-1487 (866) 934-1487	skelly@pti-nebraska.org	Unknown
Dennis King	Department of Education Vocational Rehabilitation Services 301 Centennial Mall South PO Box 94987 Lincoln, NE 68509	471-7827	dennis.king@nebraska.gov	Benefits Planning
Becki Koehler	Goodwill Industries of Greater Nebraska 2727 West 2 nd Street, Suite 225 Hastings, NE 68901	402-461-7010 Ext. 204	bkoehler@goodwillne.org	Benefits Planning (Chair)
Mary Lawson	Nebraska Direct Support Professional Network Box # 419 Ogallala NE 69153	308-284-4469	pakeds@atcjet.net nebraskadps@gmail.com	Policies to Prioritize Employment

Tricia Mason	Health & Human Services Division of Developmental Disabilities 301 Centennial Mall South PO Box 95026 Lincoln, NE 68509-5026	402-471-8704	Tricia.mason@nebraska.gov	Data Collection (Co-Chair)
Linda Plager	Region V Services PO Box 614, 808 8th Corso Nebraska City, NE 68410	402-873-3306	Lplager.regionv@yahoo.com	Policies to Prioritize Employment (Co-Chair)
Kierstin Reed	Resources for Human Development 6120 S 58th, Suite B Lincoln, NE 68516	402-937-3867	kierstin@rhd.org	Benefits Planning
David Shapiro	2515 J Street, Apt 112 Lincoln, NE 68510	402-261-3299	davidshapiro45@yahoo.com	Outreach
Jack Shepard	Vocational Rehabilitation 12003 "Q" Street Omaha, NE 68137	402-595-2171	jack.shepard@nebraska.gov	Collaboration (Chair)
Mark Smith	Munroe Meyer Institute 985450 Nebraska Medical Center Omaha, NE 68198-5450	402-559-5744	msmitha@unmc.edu	Outreach
Susan Rocker	Region 7 TACE, University of Missouri 98 Corporate Lake Drive Columbia, MO 65203	402-325-8415	rockers@missouri.edu	NA
AFP Work Group Members Only				
Steve Andrews	Career Solutions 1941 S 42 nd Street Omaha NE 68105	Work – 402.342.4418 Cell – 402.201.8931	sandrews@olliewebbinc.org	Policies to Prioritize Employment
Angie Howell	Easter Seals Nebraska		AHowell@ne.easterseals.com	Benefits Planning
Felicia Martin	Developmental Services of Nebraska 201 SW 19 th Lincoln NE 68522	Phone: 402 325-8555 Cell: 402 580-7702	fmartin@dsnonline.org	Benefits Planning

Sally Vaughn	Region II Services PO Box 732 North Platte, NE 69103	308-535-8072 cell 308-530-2508	region2@nponline.net	Policies to Prioritize Employment
Tammy Westfall	Mosaic 4980 S. 118th Street Omaha, NE 68137-2220	P: 402.896.3884 ext. 1122 F: 402.896.1511 C: 402.350.4680	Tammy.Westfall@mosaicinfo.org	Policies to Prioritize Employment



ALLIANCE FOR FULL PARTICIPATION

REAL JOBS—IT'S EVERYONE'S BUSINESS

The Nebraska Alliance for Full Participation Team sponsored a series of five webinars in spring of 2011. Those webinars were recorded and are now available to any interested party, using the links inserted below.

Webinar topics relate to AFP's efforts to double the rate of employment of Nebraskans with intellectual / developmental disabilities. Learn more about our work by visiting www.allianceforfullparticipation.org.

AFP Adventures Around the USA <http://uom.na5.acrobat.com/p61734635/>

During the webinar, we'll explore some of the most interesting activities currently engaged in by several of the 38 state teams associated with AFP. We'll chat about a few fascinating community initiatives spanning service, post-secondary education, and corporate diversity agendas now including people with disabilities. All of these have the potential for replication within Nebraska and all are demonstrating that people with disabilities are finding employment in both small and large businesses in a recession in every area of the U.S.

Speaker: Karen Flippo, State Team Liaison, Alliance for Full Participation.

Customized Self-Employment for Anyone, Anywhere, Anytime:

Creating Careers in a No-Jobs Labor Market <http://uom.adobeconnect.com/p8xw80ffv6f/>

Customized self-employment builds on the energy created by supported employment, taking it to another level by refining the job development process, including self-employment as a legitimate career option. This seminar will be of particular interest to employment seekers, professionals, families and funders who seek to expand beyond traditional community employment. We'll identify a variety of collaborative funding and resource opportunities available to agencies and consumers in customized employment, state the advantages that self employment has over wage employment in the personal acquisition of wealth and equity, and explore the role of rehabilitation systems in expanding the use of customized employment strategies in both urban and rural settings.

Speaker: Cary Griffin, Senior Partner at Griffin-Hamnis.

Work IS Possible <http://uom.adobeconnect.com/p16klvps1ax/>

Persons who experience disabilities and their families are in the best position to make choices about work when they receive good information about the impact of work on benefits. The more you know and understand, the better choices you can make about work. This webinar will help provide a general overview of the disability benefits that are administered by the Social Security Administration and the work incentives that individuals have available to them once work begins.

Speaker: Crystal Norvell, Easter Seals Nebraska

Setting Employment as the 1st Priority <http://uom.adobeconnect.com/p8s81umd63a/>

Employment First has become a national movement among some state agencies, employment and self advocacy organizations, such as National APSE, AFP and SABE, and employment service providers. The common thread among these groups is that employment is expected to be the first priority when discussing and offering day services for youth and adults with disabilities. This session will focus on several ingredients that are important when considering setting employment as the 1st priority. Topics include career planning, how to create the expectation of work, setting employment outcomes for your agency, data collection (what's important to track and why), and nationally recognized approaches to promote change within a service organization.

Speaker: Darla Wilkerson, The CSI Network

Nebraska Employers: What Do They Need From Us? <http://uom.adobeconnect.com/p1bw0xgdxtz/>

In January of 2011, the NE AFP Team collaborated with the Nebraska State Council for the Society of Human Resource Management (SHRM) to survey the membership of the SHRM Nebraska chapters about their perceptions and experiences in recruiting and hiring job candidates with intellectual / developmental disabilities. Eighty-one respondents gave us some great insights to what employers need and want. We'll review the survey results and their implications.

Speaker: Susan Rocker, University of Missouri Region 7 TACE Center

Guiding Principles

- ◆ We believe all people have value.
- ◆ We believe all people with developmental disabilities are capable of working, with the appropriate level of support.
- ◆ We believe that true person-centered career planning should drive all decisions, supports and services.
- ◆ We believe all people have a right to work.
- ◆ We believe all people have a right to make informed choice.
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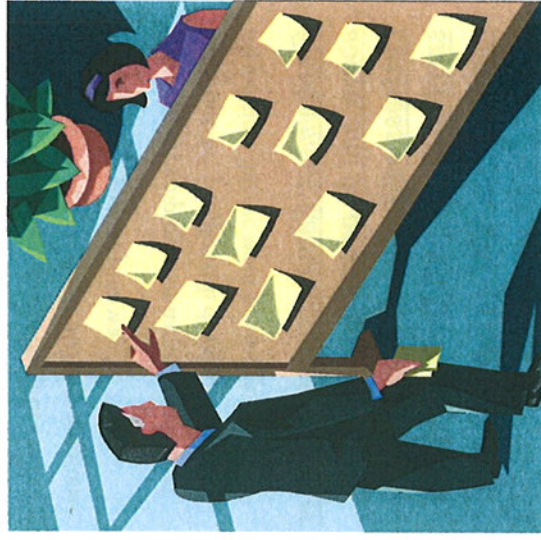
Your Nebraska State Team includes representatives from the following:

- ◆ Arc of Nebraska
- ◆ Autism Center of Nebraska, Inc.
- ◆ Association of Professionals in Supported Employment (APSE)
- ◆ Career Solutions
- ◆ Developmental Services of Nebraska
- ◆ Easter Seals Nebraska
- ◆ ENCOR
- ◆ Goodwill Industries of Greater Nebraska
- ◆ Mosaic
- ◆ Munroe Meyer Institute
- ◆ Nebraska Department of Health & Human Services, Divisions of Developmental Disabilities and Medicaid & Long-Term Care
- ◆ Nebraska State Planning Council on Developmental Disabilities
- ◆ NorthStar Services
- ◆ PTI Nebraska
- ◆ Region II Services
- ◆ Region V Services
- ◆ Resources for Human Development
- ◆ Self-Advocates
- ◆ United Cerebral Palsy
- ◆ Vocational Rehabilitation

Alliance for Full Participation

Alliance for Full Participation

Real Jobs— It's Everyone's Business



Our Goal

Our goal is to double the employment rate for people with developmental disabilities by 2015. Persons with disabilities have a far lower employment rate than that of the general population.

Where Are We Now?



For many people who experience developmental disabilities, the idea of meaningful work or economic self-sufficiency, is nothing more than a fantasy. But it doesn't have to be that way! People with developmental disabilities can work, and there are people and organizations ready to help you on your way.

Historically, employment has had a different definition for people with developmental disabilities. But we want to change that.

Employment: Earning minimum wage or above, and on payroll in an integrated business setting or self-employed in a small business. Individuals are paid at a rate that is comparable to others who perform the same job function.

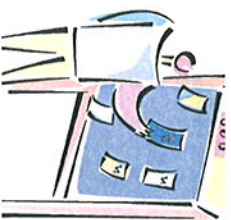
But What About My Benefits?

Sometimes, people with developmental disabilities and their families are afraid to look at employment. You might have heard stories about people losing benefits. People with disabilities and their families have many questions about whether employment is the right thing to do. One way to explore options and discuss how a regular paycheck might impact your public benefits, is to visit www.nebraskaticketto.org, or call: 800-471-6425 to be connected with someone trained to answer questions about your situation.

In short, it's almost always better for people to work than not to work, and we are ready to answer your individual questions.

Living the Dream

People who experience developmental disabilities want to work. Many transition-aged individuals will soon be working with the Nebraska Health & Human



Services Developmental Disabilities Division. As you move from the IEP to the IPP (Individual Program Plan), you'll see the emphasis on employment and career-planning.

Benefits

When people with developmental disabilities work, everybody benefits! Let's get started on your career path TODAY.

Success Stories



◆ Bob left the public schools at age 21. Many thought he should live in a group home and attend a workshop. But Bob's parents listened to Bob. Today, he works at two jobs in his community, and owns his own home.

◆ Ryan began attending a vocational workshop after high school, but agency staff suggested job opportunities in the larger community. Today, Ryan works at a discount store, collecting carts and stocking shelves.

◆ Amanda started working with a job coach who taught her the skills she needed for success. The company soon found her to be an ideal employee. Best of all, by working with the ticket to work program, she was also able to keep her public benefits.



Alliance for Full Participation

We're here to help!
For more information, visit
www.allianceforfullparticipation.org
Or find us on Facebook!